

# Running Deer Intervention Services Equality, Diversity and Inclusion Policy

Date: 01/09/2025 Review date: 01/09/2026

#### Introduction

Running Deer accepts that in society certain groups or individuals are denied equality on the grounds of, for example, race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation and religion/belief.

Running Deer welcomes the statutory requirements laid down in the Equalities Act 2010,

- https://www.legislation.gov.uk/ukpga/2010/15/contents
- https://www.equalityhumanrights.com/en/advice-and-guidance/your-rightsunder-equality-act-2010
- <a href="https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice">https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice</a>

and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its social purpose.

Running Deer recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

Running Deer is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees and volunteers reflects, as far as possible, the broad mix of the population of its local community;
- we are open to seeing and tackling barriers to inclusion

This policy and all associated procedures apply to all staff (including volunteers), children, young people, families, and visitors and should be read in conjunction with all policies, but paying attention to:

- Relationships Policy
- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy
- De-escalation, Physical Intervention and Restraint Policy
- Safeguarding Policy
- Whistle Blowing Policy

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or young people by visitors will also not be tolerated. Running Deer Intervention Services does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

#### Commitment

Equality, diversity and inclusion are central to the work of Running Deer. Running Deer will treat all people with dignity and respect, valuing the diversity of all. It will promote equity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Running Deer's goal is to work towards a fair and just society free from discrimination, harassment and prejudice. Running Deer aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

## Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at Running Deer Interventions Service is Adam Baxter, Director of Intervention Services.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination and disadvantage in accordance with their responsibilities;
- Report any issues associated with equality and diversity in accordance with this policy.

It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

# Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable. For further information, visit the Equality and Human Rights Commission website at: https://www.equalityhumanrights.com

#### Recruitment and selection

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally. We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.

Running Deer will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, on behalf of Running Deer, we will take all reasonable steps to ensure they adhere to the principles of this policy.

## Reporting and recording incidents of discrimination and harassment

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise) will be addressed in accordance with our Anti- Bullying Policy.

## **Complaints and grievances**

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

## Method of Implementation

Running Deer intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Running Deer through the staff Code of Conduct;
- Ensuring that directors, volunteers and service users are made aware, understand, agree with, and are willing to implement this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging Directors, staff, and volunteers to participate in antidiscriminatory training, and making time and resources available for such training;
- Monitoring the services provided by Running Deer, to ensure that they are accessible to all and do not discriminate and taking active steps to ensure that participation is representative.

# Monitoring and Reviewing

Running Deer has declared its commitment to establishing, developing, implementing and reviewing a policy of equity of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. This policy will be reviewed annually.

# **Contact Running Deer Intervention Service**

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